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PROVINCE OF BRITISH COLUMBIA

Fifty-Second Annual Report

of the Business Done in Pursuance of the

Pension (Municipal) Act

YEAR ENDED DECEMBER 31

1990

Queen's Printer for British Columbia ©
Victoria, 1992

British Columbia Cataloguing in Publication Data

Main entry under title:
Annual report of the business done in pursuance of the Pension (municipal) act. — 41st (1979)-

Report submitted by the Superannuation Commissioner, 1979—
Continues: British Columbia. Superannuation Commission. Annual report of the business done in pursuance of the Municipal superannuation act.
ISSN 0383-347X

Report year ends Dec. 31.
ISSN 0821-8870 = Annual report of the business done in pursuance of the Pension (municipal) act

1. Local officials and employees — Pensions — British Columbia — Periodicals. I. British Columbia. Superannuation Commission.

JS1721.B7A55 352'.005'509711

The Honourable DAVID C. LAM,
Lieutenant-Governor of the Province of British Columbia

MAY IT PLEASE YOUR HONOUR:

The undersigned respectfully submits the Report of the business done in pursuance of the *Pension (Municipal) Act* during the fiscal year ended December 31, 1990.

LOIS BOONE
Minister of Government Services

Office of the Minister of
Government Services
Victoria, British Columbia
December 2, 1991

The Honourable LOIS BOONE
Minister of Government Services
Victoria, British Columbia

MADAM:

I have the honour to lay before you the Report of the business done in pursuance of the *Pension (Municipal) Act* during the fiscal year ended December 31, 1990.

Respectfully submitted,

JOHN W. COOK
Commissioner of Municipal Superannuation

December 2, 1991

PENSION (MUNICIPAL) ACT

ANNUAL REPORT

Report of business done in pursuance of the *Pension (Municipal) Act* for the fiscal year ended December 31, 1990

Section 2 (1) — During the year the Act applied to the following additional employers effective from the date shown:

B.C. Transplant Society	January 1, 1990
Legal Services Society of B.C.	January 1, 1990
North Peace Alcohol & Drug Counselling Service	January 1, 1990
Regional District of Powell River	January 1, 1990
Port Coquitlam Senior Citizens Housing Society	January 15, 1990
Education Technology Centre	March 1, 1990
Blenheim Lodge	May 1, 1990
Kinsman Place Lodge	July 1, 1990
Prince George Senior Citizens Home Society	July 1, 1990
Chase Diagnostic & Treatment Centre	August 1, 1990
Icelandic Care Home Hofn Society	August 1, 1990
Kiwanis Villa Society of Victoria	August 1, 1990
Village of Radium Hot Springs	December 10, 1990

Section 4 — All monies received and paid out under the provisions of this Act are shown in the statement of changes in fund balance and all assets and liabilities appertaining to the granting of superannuation allowances are shown in the statement of financial position. These financial statements are attached to this report.

Section 5 — Member contributions amounted to $160,735,724 (1989 — $141,322,469) made up as follows:

	$
Basic contributions	130,755,293
Inflation adjustment contributions	24,775,521
Special agreement and arrears	4,189,972
Purchase of service	502,394
Leave of absence	40,283
Reinstatement	472,261

As at December 31, 1990 there were 79,386 active contributors with credits in the Fund. There were in addition, 15,327 former contributors with credits remaining in the Fund, of whom 1,935 had deferred vested pension rights.

Section 7 (1) — Employers' contributions amounted to $155,292,547 (1989 — $136,996,136) made up as follows:

	$
Basic contributions	124,953,508
Inflation adjustment contributions	24,775,521
Purchase of service, special agreement and arrears	5,524,179
Leave of absence	39,339

There were 557 active employer accounts in 1990 compared to 550 active employer accounts in 1989.

Section 7 (5) — Pursuant to special agreements with 26 employers, special agreement supplementary allowance payments amounting to $96,521 (1989 — $111,077) were made from the Fund and provided as follows:

	$
By reimbursement by former employers	43,760
From interest earnings of the Fund as authorized	52,761

Sections 10, 14, 15 (1) and 16 (1) — Superannuation allowances were granted in respect of 1,434 members made up as follows:

Normal retirement age	1,107
Total and permanent disability	154
Death in service	43
Deferred	130

Transfers totalling $1,172,082 (1989 — $314,013) were received from 1 reciprocal pension plan and 3 other pension plans in respect of 1 member upon grant of allowance and in respect of 32 members following transfer of service as follows:

		$
Upon grant of allowance		
Public Service Superannuation Plan	1	8,966
During service		
City of Winnipeg	4	297,614
Government of Canada Public Service Superannuation Account	27	855,458
Canadian Union of Public Employees	1	10,044

Transfers totalling $572,129 (1989 — $269,453) were made to 3 reciprocal pension plans, and 2 other pension plan in respect of 7 members upon grant of allowance and in respect of 12 members following transfer of service as follows:

		$
Upon grant of allowance		
Teachers' Pension Plan	2	1,324
Public Service Superannuation Plan	4	195,434
College Pension Plan	1	1,308
During service		
Government of Canada Public Service Superannuation Account	8	176,835
Canadian Union of Public Employees	4	197,228

Inflation adjustment supplements totalling $37,823,694 (1989 — $31,777,068) were paid to eligible recipients of a superannuation allowance. The annual increases are tied to the consumer price index and are payable to the extent that the capitalized value is available in the Inflation Adjustment Account created for the purpose. For this purpose members' and employers' contributions each at the rate of 1.00% of salary and interest earnings attributable to funds held for the payment of superannuation allowances in excess of the rate assumed by the actuary are allocated to the Inflation Adjustment Account.

Section 13 (6) — Amounts totalling $3,228,075 (1989 — $3,032,029) were paid out of employer contributions to the Medical Services Plan of British Columbia in respect of the matching one half share of monthly medical coverage premiums of eligible recipients of a superannuation allowance.

Sections 15 (6) and 17 — Refunds were granted in respect of 4,554 members and totalled $26,885,212 (1989 — $27,218,358) made up as follows:

		$
Resignations	3,771	25,775,289
Death in service	72	977,707
Miscellaneous	711	132,216

Refunds on resignations included 66 members with more than 10 years of service who elected to receive a refund rather than leave their credits in the Fund in order to receive a deferred superannuation allowance after attaining the minimum retirement age.

Section 21 — Actuarial and administrative expenses paid from the Fund amounted to $3,717,547 (1989 — $3,074,261). In addition, Investment Management Fees of $828,006 (1989 — $758,265) were paid by the Fund to the Provincial Treasury for investment services, in respect of investment management and the safekeeping of securities.

Section 26 — Long-term securities held by the trustee as at December 31, 1990 amounted to $2,884,950,125 (1989 — $2,530,105,578) par value, as set out in the attached Schedule 1.

Investment transactions during the year (par value) are summarized on the attached Schedule 3.

During the year, the average rate of return of long-term investments purchased was 11.057%. The net earned rate of the Fund was 10.693%.

An Investment Advisory Committee, consisting of the Commissioner of Municipal Superannuation and the Director, Finance, Superannuation Commission, together with representatives from the Ministry of Finance, and the Union of B. C. Municipalities Joint Advisory Committee on Pensions, meets on a quarterly basis during the year and sets guidelines and policy under which investments may be purchased and sold.

The investment strategy followed for 1990 recommended a portfolio mix of 70% long-term and 30% short-term. Investment purchases and sales were managed to achieve this portfolio mix. Long-term investment purchases were in the five to ten year sector of the bond market.

The Superannuation Commission is responsible for cash management and advises the Provincial Treasury of funds available for investment.

Section 30 (2) — An actuarial valuation of the assets and liabilities of the Fund is required to be made by an Actuary from time to time at intervals of not more than five years. The most recent valuation was carried out as at December 31, 1988. This valuation disclosed an unfunded liability of $1,082,186,000 in respect of basic pension benefits, given the present statutory levels of employee and employer contributions.

JOHN W. COOK, F.C.I.A.
Commissioner of Municipal Superannuation

Legislative Assembly
Province of British Columbia

AUDITOR GENERAL

8 Bastion Square
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Telephone: (604) 387-6803
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AUDITOR'S REPORT

To the Superannuation Commissioner, and

To the Minister of Women's Programs and Government Services and Minister Responsible for Families, Province of British Columbia:

I have audited the statement of financial position of the Municipal Superannuation Fund as at December 31, 1990 and the statement of changes in fund balance for the year then ended. These financial statements are the responsibility of the Superannuation Commission's management. My responsibility is to express an opinion on these financial statements based on my audit.

I conducted my audit in accordance with generally accepted auditing standards. Those standards require that I plan and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation.

In my opinion, these financial statements present fairly, in all material respects, the financial position of the Fund as at December 31, 1990 and the changes in the fund balance for the year then ended in accordance with the accounting principles described in note 2 to the financial statements.

George L. Morfitt, F.C.A.
Auditor General

Victoria, British Columbia
September 5, 1991

Province of British Columbia

OFFICE OF THE COMMISSIONER

Superannuation Commission

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MUNICIPAL SUPERANNUATION FUND

MANAGEMENT'S RESPONSIBILITY FOR FINANCIAL REPORTING

The management of the Superannuation Commission is responsible for the preparation, integrity and objectivity of the Municipal Superannuation Fund's financial statements in accordance with the accounting principles described in note 2 to the financial statements, and for the financial information included in the Annual Report.

The Superannuation Commission maintains the necessary systems of internal control to provide assurance that transactions are authorized, assets are safeguarded and that proper corporate and plan member records are maintained.

The Municipal Superannuation Fund's financial statements have been examined by the Office of the Auditor General of British Columbia. Their examination was made in accordance with generally accepted auditing standards which included a review of the Superannuation Commission's internal controls to establish a basis for determining the nature, timing, and extent of audit tests to be applied. Their report outlines the nature of their examination and their opinion on the financial statements of the Municipal Superannuation Fund.

John W. Cook, F.C.I.A.,
Commissioner of Municipal Superannuation, Trustee

Victor Barwin, C.A.,
Director, Finance, Superannuation Commission

MUNICIPAL SUPERANNUATION FUND

STATEMENT OF FINANCIAL POSITION
AS AT DECEMBER 31, 1990

	1990	1989
	($ Thousands)	
ASSETS	$	$
Cash	2,054	2,348
Contributions receivable	26,886	28,905
Accrued interest	68,450	57,780
Investments (Note 3 & 4)	4,132,789	3,639,020
	4,230,179	3,728,053
LIABILITIES		
Accounts payable and accrued liabilities	5,093	4,066
Due to brokers	—	11,663
	5,093	15,729
FUND BALANCE		
Basic Account	3,584,398	3,168,070
Retirement Annuity Account	129,654	115,512
Inflation Adjustment Account	511,034	428,742
	4,225,086	3,712,324
	4,230,179	3,728,053

The eight accompanying notes are an integral part of these financial statements.

APPROVED BY:

John W. Cook, F.C.I.A.,
Commissioner of Municipal Superannuation, Trustee

Victor Barwin, C.A.,
Director, Finance, Superannuation Commission

MUNICIPAL SUPERANNUATION FUND

STATEMENT OF CHANGES IN FUND BALANCE
FOR THE YEAR ENDED DECEMBER 31, 1990

	Basic Account	Retirement Annuity Account	Inflation Adjustment Account	Totals 1990	Totals 1989
			($ Thousands)		
FUND BALANCE INCREASED BY					
Members' Contributions	$	$	$	$	$
Current	130,755	—	24,776	155,531	136,228
Special agreement and arrears	211	3,963	16	4,190	4,021
Purchase of service	465	3	34	502	568
Leave of absence	34	—	6	40	49
Reinstatement	470	2	—	472	457
	131,935	3,968	24,832	160,735	141,323
Employers' contributions					
Current	124,954	—	24,775	149,729	132,203
Special agreement and arrears	434	4,592	7	5,033	4,187
Purchase of service	455	—	37	492	561
Leave of absence	32	—	7	39	45
	125,875	4,592	24,826	155,293	136,996
Transfers from other funds	991	1	180	1,172	314
Investments					
Income (Note 5)	355,356	10,853	41,890	408,099	360,432
Unrealized appreciation (depreciation) during the year	(7,752)	—	3,515	(4,237)	34,490
	347,604	10,853	45,405	403,862	394,922
TOTAL INCREASE	606,405	19,414	95,243	721,062	673,555
FUND BALANCE DECREASED BY					
Superannuation allowance payments					
Contributory	135,193	—	—	135,193	125,903
Inflation adjustment supplements	37,824	—	—	37,824	31,777
Special agreement supplements	96	—	—	96	111
Reimbursement from former employers	(44)	—	—	(44)	(45)
	173,069	—	—	173,069	157,746
Refunds	22,381	536	3,967	26,884	27,218
Transfers to other funds	518	15	40	573	269
Medical Plan premiums	3,228	—	—	3,228	3,032
Administration and actuarial fees	3,718	—	—	3,718	3,074
Investment management fees	745	—	83	828	759
TOTAL DECREASE	203,659	551	4,090	208,300	192,098
NET INCREASE BEFORE TRANSFERS	402,746	18,863	91,153	512,762	481,457
ACCOUNT TRANSFERS (Note 6)	13,582	(4,721)	(8,861)	—	—
NET INCREASE IN FUND BALANCE	416,328	14,142	82,292	512,762	481,457
FUND BALANCE AT BEGINNING OF YEAR	3,168,070	115,512	428,742	3,712,324	3,230,867
FUND BALANCE AT END OF YEAR	3,584,398	129,654	511,034	4,225,086	3,712,324

MUNICIPAL SUPERANNUATION FUND

NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED DECEMBER 31, 1990

1. DESCRIPTION OF THE MUNICIPAL SUPERANNUATION PLAN

The following brief description of the plan is provided for general information only. For more complete information about the plan, reference should be made to the *Pension (Municipal) Act.*

(a) General

The plan is a defined benefit pension plan open to eligible employees of a municipality, hospital, school district, regional college or other employer to which the *Pension (Municipal) Act* applies.

(b) Contributions

Members contribute to the Basic Account 5% of pensionable salary up to the Canada Pension Plan's Year's Maximum Pensionable Earnings and 6½% on pensionable salary above that. Employers contribute to the Basic Account at varying rates depending upon the mix of employees in the group classifications specified by the plan. Members and employers also each contribute 1% of pensionable salary to the Inflation Adjustment Account which was created in 1980 to provide for the payment of inflation adjustment supplements. Some employers have special agreements with their employees by which both make extra contributions to increase the employees' pensions. These contributions plus members' voluntary contributions are credited to the Retirement Annuity Account.

(c) Retirement Benefits

Members are eligible for unreduced pensions if retirement is at normal retirement age as defined in the plan, or at an age within 5 years of normal retirement age with at least 10 years contributory service. Unreduced pensions are also available to members whose normal retirement age is 65, at age 55 with at least 35 years contributory service, or if the normal retirement age is 60, at age 50 with 30 years contributory service. Members who do not meet the above criteria are eligible for reduced pensions at an age 10 years under the normal retirement age with at least 10 years contributory service, or if retiring within 5 years under the normal retirement age with less than 10 years contributory service.

The plan provides a pension of 1¾% of the highest 5-year average salary for each year of pensionable service credited prior to the date the employer enrolled in the plan, plus 2% of the highest 5-year average salary for each year after the date the employer enrolled. The maximum pensionable service allowable under the plan is 35 years. At age 65, or date of death or disability, if earlier, there is a reduction in the formula as a result of integration with the Canada Pension Plan.

The inflation adjustment supplements are provided each January 1st and are related to the annual increase in the Consumer Price Index (CPI) as at the previous September 30th. The increase is pro-rated if the capitalized value of the increases exceeds the funds available in the Inflation Adjustment Account. As there were sufficient funds available at January 1, 1990, a full CPI increase of 5.2% (1989 — 4.1%) was provided to the basic lifetime portion of the contributory superannuation allowances in force. Sufficient funds were also available to provide a full CPI increase of 4.2% effective January 1, 1991.

(d) Termination and Portability Benefits

A terminating member may choose between leaving accumulated contributions on deposit or obtaining a refund. The refund includes interest credited. Members with at least 10 years of contributory service who leave contributions in the Fund are entitled to deferred pension benefits. Those members not withdrawing contributions may carry certain pension rights to other pension plans that have portability arrangements with the Municipal Superannuation Plan. New members may also, under portability arrangements, transfer contributions and service from other plans to provide increased pension benefits under the Municipal Superannuation Plan.

(e) Other Benefits

Disability and survivor benefits are available under the plan.

2. SIGNIFICANT ACCOUNTING POLICIES

(a) General Information

These financial statements have been prepared on the accrual basis of accounting. They show only the financial position of the Fund as at December 31, 1990 and the changes in Fund balance for the year then ended and do not purport to show the adequacy of the Fund to meet the obligations of the superannuation plan. The results of the latest actuarial valuation of the plan are described in Note 7.

(b) Investments

Investments are shown at their quoted market value as at the year end.

(c) Recognition of investment transactions

(i) Investment purchases and sales are accounted for on the trade-date basis.

(ii) Discounts and premiums are amortized on a constant yield basis over the terms of the investments.

(iii) Realized gains and losses are calculated using adjusted cost and are recognized in the year of disposal. Adjusted cost is the average cost of acquisition adjusted by the amortization of discounts and premiums for long-term investments and by income attributed for units.

(iv) The unrealized appreciation or depreciation is the change between the current year's difference between the adjusted cost and market value of investments and last year's difference.

3. CHANGES IN ACCOUNTING POLICIES

Effective this fiscal year, investments are shown at their quoted market value and gains and losses are recognized as disclosed in note 2. In previous years, units in the Province of British Columbia Pooled Investment Portfolios were recorded at cost adjusted by income attributed to the units. Long-term investments were recorded at cost adjusted by the amortization of discounts and premiums on a constant yield basis over the remaining terms of the investments. Realized gains and losses on disposal of long-term investments were deferred and amortized on a straight line basis over the lesser of the remaining terms of the investments or twenty years.

These new accounting policies have been applied retroactively in these financial statements and the prior years' results have been restated. The effect of these changes has been as follows:

(a) Income from Investments: Increase (decrease)

	($ Thousands)
	$
1988 and prior years	(71,419)
1989	37,402
1990	(17,867)

(b) Fund balance at beginning of the year:

	1990	1989
	($ Thousands)	
	$	$
Fund balance at beginning of year, as previously reported	3,746,341	3,302,286
Adjustments for the effect of the changes in accounting policies		
— change to market valuation of investments	(31,256)	(65,747)
— change in timing of recognition of realized gain and losses	(2,761)	(5,672)
	(34,017)	(71,419)
Fund balance at beginning of year, as restated	3,712,324	3,230,867

4. INVESTMENTS

	1990		1989	
	Market Value	Adjusted Cost	Market Value	Adjusted Cost
	($ Thousands)			
Units in Province of British Columbia Pooled Investment Portfolios	1,321,372	1,317,815	1,160,062	1,160,757
Long-term bonds	2,811,417	2,850,467	2,478,958	2,509,519
	4,132,789	4,168,282	3,639,020	3,670,276

5. INCOME FROM INVESTMENTS

	1990				1989
	Basic Account	Retirement Annuity Account	Inflation Adjustment Account	Total	Total
	($ Thousands)				
Income from Units in Province of British Columbia Pooled Investment Portfolios	136,917	—	15,728	152,645	132,480
Interest Income	232,305	10,853	26,113	269,271	225,932
Net realized (losses) gains during the year	(13,866)	—	49	(13,817)	2,020
	355,356	10,853	41,890	408,099	360,432

6. ACCOUNT TRANSFERS

	1990			1989		
	Basic Account	Retirement Annuity Account	Inflation Adjustment Account	Basic Account	Retirement Annuity Account	Inflation Adjustment Account
	($ Thousands)					
Capitalized value of inflation adjustment supplements granted	66,526	—	(66,526)	49,473	—	(49,473)
Capitalized value of indexing of highest average salary on deferred pensions	972	—	(972)	1,860	—	(1,860)
Excess interest	(58,611)	—	58,611	(53,870)	—	53,870
Pensions purchased from Retirement Annuity Account	4,536	(4,536)	—	4,713	(4,713)	—
Other	159	(185)	26	273	(295)	22
	13,582	(4,721)	(8,861)	2,449	(5,008)	2,559

The excess interest is the income that is earned on assets held in the Basic Account in respect of pensions being paid, and which is in excess of income calculated using the interest rate assumed by the Actuary.

7. ACTUARIAL VALUATION

According to the *Pension (Municipal) Act*, an actuarial valuation of the assets and liabilities of the Fund is required to be made by an Actuary at intervals of not more than five years. The most recent valuation was carried out as at December 31, 1988 and indicated an unfunded liability of $1,082,186,000 in respect of basic pension benefits. This represented an increase of $226,834,000 since December 31, 1985, the date of the previous valuation, and arose mainly from interest charges on the unfunded liability.

The Actuary stated that he did not see the unfunded liability as a threat to the continued payment of pensions to current and prospective pensioners, or to the financial health of the pension plan. He did, however, recommend that the statutory contribution rates be increased to at least those required under the level contribution funding method. This method expresses employer contributions as a constant percentage of future payrolls that, together with future employee contributions and investment earnings, will finance the benefits for a typical new entrant to the plan and, in addition, will maintain the unfunded liability as a constant percentage of future payrolls. To date the contribution rates have not been changed.

8. COMPARATIVE FIGURES

Certain 1989 figures have been reclassified in order to conform with the financial statement presentation adopted in 1990.

MUNICIPAL SUPERANNUATION FUND

SCHEDULE 1
LONG-TERM INVESTMENTS HELD AS AT DECEMBER 31, 1990

	Par Value	Adjusted Cost	Market Value
	$	$	$
GOVERNMENT BONDS AND DEBENTURES			
Government of Canada	1,394,982,000	1,396,956,913	1,400,055,260
Government of Canada Zero Interest Coupons	161,572,625	135,005,755	131,899,523
Government of Canada Guaranty			
Export Development Corporation	4,000,000	3,977,670	3,972,552
PetroCanada Ltd.	10,000,000	9,950,908	9,662,392
Federal Business Development Bank	12,500,000	12,672,299	12,686,527
Province of British Columbia	103,450,000	102,817,286	103,638,691
Province of British Columbia Guaranty			
B.C. Hydro and Power Authority	456,941,000	456,167,757	429,119,895
B.C. Hydro Zero Interest Bonds	3,045,000	2,638,708	2,591,921
B.C. Railway Company	143,335,000	143,069,412	131,046,339
B.C. School Districts Capital Financing Authority	5,000,000	4,993,104	5,126,320
Municipal Finance Authority of B.C.	31,430,000	31,357,268	28,910,279
B.C. Improvement Districts	165,000	165,000	149,073
B.C. Improvement Districts Serials	5,500	5,385	5,325
B.C. Irrigation Districts	1,660,000	1,660,000	1,435,909
B.C. Waterworks Districts	43,000	43,000	38,849
B.C. Waterworks Districts Serials	12,000	12,000	11,617
Province of Alberta	20,650,000	20,684,947	20,225,537
Province of Alberta Guaranty			
Alberta Government Telephone	9,300,000	8,987,944	8,744,125
Alberta Municipal Finance Corporation	13,875,000	14,789,742	14,724,844
Province of Manitoba	19,500,000	19,537,501	19,397,370
Province of New Brunswick	10,000,000	9,901,908	10,079,450
Province of Nova Scotia Guaranty			
Nova Scotia Power	8,825,000	8,832,019	8,847,143
Province of Ontario Guaranty			
Ontario Hydro	370,334,000	363,146,009	365,892,774
Ontario Hydro Zero Interest Bonds	9,000,000	8,200,582	8,152,109
Province of Prince Edward Island	1,000,000	999,050	993,310
Province of Quebec	19,640,000	19,508,241	20,083,563
Province of Quebec Guaranty			
Quebec Hydro	33,550,000	33,430,682	32,964,861
Province of Saskatchewan	41,135,000	40,741,541	40,746,572
TOTAL GOVERNMENT BONDS AND DEBENTURES	2,884,950,125	2,850,252,631	2,811,202,130
OPTIONS			
British Columbia	—	214,200	214,200
1990 TOTALS	2,884,950,125	2,850,466,831	2,811,416,330
1989 Comparative	2,530,105,578	2,509,518,602	2,478,957,523

MUNICIPAL SUPERANNUATION FUND

SCHEDULE 2

Contributions by Employer for Year Ended December 31, 1990

($ Thousands)

EMPLOYERS	Total Number of Employers	Contributory Salaries	Members' Contributions	Employers' Contributions	Grand Total
		$	$	$	$
Cities	42	423,041	26,962	30,922	57,884
Districts	48	286,983	18,296	20,263	38,559
Regional Districts	27	63,117	3,994	3,485	7,479
Towns	14	9,353	585	542	1,127
Villages	48	12,567	788	730	1,518
Hospitals	119	1,179,190	73,882	64,530	138,412
Long-Term and Extended Care Hospitals	92	61,093	3,740	3,576	7,316
School Districts	70	305,176	18,774	18,238	37,012
Colleges	20	61,760	3,750	3,179	6,929
Miscellaneous Employers	77	75,420	4,760	4,264	9,024
Total Accounts With Active Contributors	557	2,477,700	155,531	149,729	305,260
1989 COMPARISONS					
Total Accounts With Active Contributors	550	2,174,999	136,228	132,203	268,431

Members' and employers' contributions are in respect of basic and inflation adjustment contributions only and do not include contributions made in respect of voluntary, special agreement, arrears, purchase of service, leave of absence or reinstatement contributions.

MUNICIPAL SUPERANNUATION FUND

SCHEDULE 3

INVESTMENT INTEREST AND TRANSACTIONS

Comparative Statistics, January 1, 1981 to December 31, 1990

	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990
	%	%	%	%	%	%	%	%	%	%
Net earned rate of the fund	11.002	11.377	10.510	10.719	10.561	10.145	9.517	9.833	10.646	10.693
Average rate of return of long-term investments purchased in year	14.334	13.592	12.552	12.422	10.677	9.334	9.226	9.752	10.169	11.057
	$ (000)	$ (000)	$ (000)	$ (000)	$ (000)	$ (000)	$ (000)	$ (000)	$ (000)	$ (000)
Income from investments[2]	115,914	144,703	158,054	189,505	216,784	238,082	252,804	293,456	360,432	408,099
Unrealized (depreciation) appreciation during year									34,490	(4,237)
									394,922	403,862
Long-term investment transactions										
Purchases (par value)	5,087	11,664	292,061	255,340	536,976	420,600	312,500	517,605	902,550	1,332,100
Maturities and sales (par value)	6,030	6,472	79,293	222,278	166,247	174,205	200,119	385,475	432,611	977,255
Net increase (decrease)	(943)	5,192	212,768	33,062	370,729	246,395	112,381	132,130	469,939	354,845
Short-term										
Increase (decrease)	187,353	170,434	103,323	240,742	(50,291)	45,897	217,205	222,676	(63,281)	161,310[3]
Fund balance										
Basic Account	1,080,630	1,307,452	1,536,894	1,774,600	2,010,816	2,254,743	2,536,199	2,841,765	3,168,070	3,584,398
Retirement Annuity Account	53,400	59,214	66,400	72,091	79,218	86,422	94,981	104,322	115,512	129,654
Inflation Adjustment Account[1]	49,494	76,782	111,107	154,267	210,987	264,530	306,355	356,199	428,742	511,034
Fund balance at end of year	1,183,524	1,443,448	1,714,401	2,000,958	2,301,021	2,605,695	2,937,535	3,302,286	3,712,324	4,225,086

[1] Commenced October 1, 1980.

[2] Effective December 31, 1990, the Municipal Superannuation Fund adopted the policy of recording investments at market value and recognizing the change between the current year's difference between the adjusted cost and market value of investments and last year's difference. The policy of deferring and amortizing realized losses adopted in 1982 was also discontinued in 1990. Only 1989 comparative figures have been restated to account for this change.

[3] Effective December 31, 1990, the increase or decrease of the short-term investments is at market value. Prior year's figures are increases or decreases on the adjusted cost basis.

MUNICIPAL SUPERANNUATION FUND

SCHEDULE 4

Main Comparative Statistics, January 1, 1981 to December 31, 1990

Fiscal Year	Contributions			Member Refunds		Superannuation Allowances			
	Number of Contributors	Member	Employer	Number	Amount	Granted During Year	Deaths and Expir-ations	In Force at End of Year	Amount Paid
		$	$		$				$
1981	69,912	84,329,185	76,705,145	8,626	21,423,749	850	205	9,711	51,425,603
1982	72,439	100,177,930	95,214,514	5,448	14,577,319	895	217	10,389	62,688,059
1983	72,992	102,430,961	103,077,070	4,404	14,912,614	962	232	11,119	74,667,142
1984	73,311	104,141,969	103,590,089	4,968	20,375,667	1,177	237	12,059	87,011,002
1985	73,661	105,092,474	104,371,102	4,729	22,765,595	1,277	280	13,056	99,555,218
1986	74,644	105,717,742	105,158,847	5,044	26,748,980	1,246	252	14,050	113,104,743
1987	77,521	119,318,690	115,773,582	4,385	24,641,344	1,301	277	15,074	127,144,643
1988	82,616	123,915,335	120,696,666	4,262	25,333,513	1,482	365	16,191	142,967,069
1989	89,185	141,322,469	136,996,136	4,269	27,218,358	1,434	310	17,315	157,745,603
1990	94,713	160,735,724	155,292,547	4,554	26,885,212	1,434	355	18,394	173,069,561

MUNICIPAL SUPERANNUATION FUND

SCHEDULE 5

Comparative Statistics, January 1, 1981 to December 31, 1990

Subdivided According to Sex of Contributor

Fiscal Year	Maximum Retirement Age	Number of Contributors		Number of Refunds Granted		Superannuation Allowances					
						Granted During Year		Deaths and Expirations		In Force at End of Year	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
1981[1]	65	22,974	42,070	2,212	6,246	451	273	140	58	6,037	2,826
	60	4,418	450	81	19	99	27	3	4	607	241
1982[1]	65	23,749	43,795	1,243	4,156	475	322	154	58	6,359	3,090
	60	4,446	449	38	11	71	27	2	3	676	265
1983	65	23,408	44,674	1,087	3,281	538	333	158	65	6,738	3,358
	60	4,490	420	29	7	66	25	1	8	741	282
1984	65	23,135	45,330	1,052	3,875	620	444	170	62	7,188	3,740
	60	4,458	388	37	4	88	25	2	3	827	304
1985	65	22,954	45,883	949	3,727	686	481	174	92	7,700	4,129
	60	4,461	363	45	8	90	20	6	8	911	316
1986	65	22,955	46,853	1,063	3,943	616	504	159	86	8,157	4,547
	60	4,491	345	31	7	108	18	7	0	1,012	334
1987	65	23,389	49,314	921	3,434	654	524	179	85	8,637	4,986
	60	4,500	318	28	2	91	32	8	5	1,094	357
1988	65	24,803	52,969	921	3,300	709	660	231	125	9,115	5,521
	60	4,533	311	38	3	96	17	4	5	1,186	369
1989	65	26,445	57,860	1,014	3,216	638	682	194	92	9,559	6,111
	60	4,576	304	35	4	91	23	19	5	1,258	387
1990	65	27,605	62,198	1,229	3,285	636	701	183	158	10,012	6,654
	60	4,618	292	36	4	84	13	9	5	1,333	395

[1] Allowances in force were restated from the "recipient" basis to the "contributor" sex and age basis in 1982. Comparative figures for 1980 and 1981 have been restated.

MUNICIPAL SUPERANNUATION FUND

SCHEDULE 6

Summary of Normal Allowances Granted During 1990

SUBDIVIDED BY YEARS OF SERVICE AND VALUE OF ALLOWANCE

Years of Service	Number of Allowances Granted	Average Salary During Last Five Years	Average Annual Allowance on Single Life Plan	Average Value of Allowance	Average Member's Share	Average Employer's Share
		$	$	$	$	$
Under 10 years	214	29,400	1,754	19,223	7,877	11,416
10–14	257	28,848	4,822	55,175	22,983	32,192
15–19	218	22,788	6,844	76,722	30,972	45,750
20–24	187	33,552	10,781	124,135	45,821	78,314
25–29	99	37,692	16,155	185,087	61,735	123,352
30–34	93	41,088	23,207	262,246	89,168	173,078
35–39	39	43,565	27,504	309,984	93,987	215,997
Over 40	—	—	—	—	—	—
AVERAGE OF NORMAL ALLOWANCES GRANTED DURING YEAR:						
17 (Service)	61 (Age)	32,244	8,987	102,061	36,996	65,065
TOTAL VALUE OF NORMAL ALLOWANCES GRANTED DURING YEAR:						
	1,107		824,535	112,369,135	40,732,267	71,636,868

MUNICIPAL SUPERANNUATION FUND

SCHEDULE 7

Normal Allowances Granted During Year Ended December 31, 1990

SUBDIVIDED BY YEARS OF SERVICE AND AGE AT RETIREMENT

GRANTED TO FORMER CONTRIBUTORS WHOSE MAXIMUM RETIREMENT AGE WAS 65

Years of Service	Age at Retirement											Total	Per Cent
	55 & Under	56	57	58	59	60	61	62	63	64	65 & Over		
Under 10	1	1	2	—	3	22	11	19	10	21	87	177	17
10–14	17	10	11	11	7	53	39	26	26	17	53	270	27
15–19	17	5	6	6	3	59	26	19	18	17	54	230	22
20–24	6	8	3	5	8	56	18	16	16	10	28	174	16
25–29	6	1	2	4	3	24	4	6	7	4	14	75	8
30–34	3	—	3	3	4	22	7	4	3	4	7	60	6
35 and over	8	4	1	3	3	8	3	3	—	—	3	36	4
Total	58	29	28	32	31	244	108	93	80	73	246	1,022	—
Percent	6	3	2	3	3	24	11	9	8	7	24	—	100

GRANTED TO FORMER CONTRIBUTORS WHOSE MAXIMUM RETIREMENT AGE WAS 60

Years of Service	Age at Retirement											Total	Per Cent
	50 & Under	51	52	53	54	55	56	57	58	59	60 & Over		
Under 10	—	—	—	—	—	—	—	—	—	—	—	—	—
10–14	—	—	—	—	1	—	—	—	—	—	1	2	2
15–19	—	—	—	—	—	—	—	—	—	—	4	4	5
20–24	—	—	1	—	1	4	2	2	2	1	6	19	22
25–29	—	1	—	—	2	3	3	3	1	3	3	19	23
30–34	1	2	1	5	3	3	3	5	2	3	5	33	39
35 and over	—	—	—	—	—	—	1	1	—	2	4	8	9
Total	1	3	2	5	7	10	9	11	5	9	23	85	—
Percent	1	4	2	6	8	12	10	13	6	11	27	—	100

Allowances Other Than Normal Granted During Year Ended December 31, 1990

Number of Allowances Granted	Death	Disability	Deferred
327	43	154	130

MUNICIPAL SUPERANNUATION FUND

SCHEDULE 8

Number of Contributors by Employer, as at December 31, 1990

Employers	Total Number of Employers	Active Contributors			
		Group 1	Group 2	Group 3	Group 4
Cities	42	5,765	2,761	117	2,770
Districts	48	4,113	1,650	53	1,977
Regional Districts	27	1,091	17	4	756
Towns	14	216	9	—	77
Villages	48	264	5	—	120
Hospitals	119	5,883	—	—	32,913
Long-Term and Extended Care Hospitals	92	289	—	—	2,099
School Districts	70	4,986	1	54	6[illegible]
Colleges	20	698	—	2	[illegible],732
Miscellaneous Employers	77	803	54	8	1,472
Total Accounts With Active Contributors	557	24,108	4,497	238	50,543
1989 COMPARISONS					
Total Accounts With Active Contributors	550	23,373	4,471	244	47,213

1. Active contributors are categorized into groups and contribute at the following rates:
   Group 1 — under age 50 — 4.5%; over age 50 — 9.0%
   Group 2 — under age 45 — 8.3%; over age 45 — 16.6%
   Group 3 — under age 45 — 5.4%; over age 45 — 10.8%
   Group 4 — under age 50 — 4.7%; over age 50 — 9.4%.

MUNICIPAL SUPERANNUATION FUND

SCHEDULE 9

Approved and Reciprocal Employers as at December 31, 1990

APPROVED EMPLOYERS

Section 10(5) provides for the granting of a deferred allowance to a contributor who within three years of making his last contribution to the Fund enters the employment of one or more of the following employers, remains in employment long enough to qualify for a monthly pension benefit and has at least 10 years combined contributory service under this plan and the pension plan of the approved employer —

	Effective Date
Government of Canada	April 1, 1958
British Columbia Railway Company	April 2, 1969
British Columbia Hydro and Power Authority	April 2, 1969
Employers to whom the *Legislative Assembly Allowances and Pension Act* applies	April 2, 1969
International Brotherhood of Electrical Workers Local 213	April 22, 1977
Montreal Children's Hospital	February 17, 1976
Plumbing and Pipefitting Workers Local 170	March 19, 1976
Registered Nurses' Association of British Columbia Split-Fund Retirement Plan	December 1, 1982
School District No. 34 — Abbotsford (Excluded Staff)	December 6, 1982
School District No. 35 (Langley)	August 15, 1974
School District No. 43 (Coquitlam)	August 3, 1973
Simon Fraser University	March 24, 1980
University of British Columbia — Faculty Staff	August 23, 1973
University of Toronto	March 15, 1977
University of Victoria	March 24, 1970
City of Winnipeg	December 6, 1982
Canadian Union of Public Employees	June 10, 1986
Mount Allison University	June 9, 1986

AGREEMENTS NEGOTIATED WITH OTHER EMPLOYERS

Section 10(8) provides that the Commissioner may enter into an agreement for the transfer of funds in respect of an employee who transfers to or from the service of the following employers —

Government of Canada	June 19, 1975
University of British Columbia (Employed Staff)	April 7, 1981
Langley School District No. 35 (Non-teaching Staff)	November 15, 1983
Coquitlam School District No. 43 (Non-teaching Staff)	January 15, 1985
Manitoba Municipal Employees' Pension Plan	May 29, 1987
City of Winnipeg	January 5, 1988
Manitoba Health Organizations Inc.	March 28, 1989
College of Applied Arts and Technology	August 21, 1989
Canadian Union of Public Employees	August 21, 1989
Ontario Municipal Employees Retirement Board	August 21, 1989
Joint Electrical Pension Plan	November 30,1989
Sheet Metal Workers' Local 280	June 11, 1990
Hospitals of Ontario Pension Plan	May 2, 1990
B.C. Hydro and Power Authority	January 15, 1990

MUNICIPAL SUPERANNUATION FUND

SCHEDULE 9 — *Continued*

Approved and Reciprocal Employers as at December 31, 1990

RECIPROCAL EMPLOYERS

Section 11 provides for the method of calculating the monthly pension benefit of an employee who within three years of making his last contribution to the Fund transfers to or from the service of the following reciprocal employers and commences contributing to the pension plan —

Any employer to whom the *Pension (Public Service) Act* applies	June 1, 1973
Any employer to whom the *Pension (College) Act* applies	June 1, 1973
Any employer to whom the *Pension (Teachers) Act* applies	June 1, 1973
Workers' Compensation Board	June 5, 1974
B.C. Rail Ltd.	October 20, 1989

MUNICIPAL SUPERANNUATION FUND

SCHEDULE 10

Approved Long-Term Disability Salary Continuance Plans
As at December 31, 1990

Employer	Date Approved by Provincial Secretary
Arrow Lakes School District No. 10	June 12, 1979
B.C. Health Association (Management employees of participating hospitals and other health facilities)	March 11, 1975
Association of B.C. School Superintendents & B.C. School District Secretary-Treasurer Association (Formerly B.C.T.F. Long Term Disability Plan covered Secretary-Treasurers, Superintendents, and Exempt/ Management Staff of participating School Districts)	February 24, 1977
Corporation of the District of Burnaby	October 29, 1979
Capilano College	June 4, 1979
College of New Caledonia	April 30, 1979
Douglas College	July 30, 1979
Greater Vancouver Mental Health Service (Metropolitan Board of Health of Greater Vancouver)	April 8, 1976
Justice Institute of B.C.	August 3, 1979
City of Kelowna	April 21, 1975
Northern Lights College	June 8, 1979
Northwest Community College	October 29, 1979
District of Oak Bay	December 19, 1974
Okanagan College	February 4, 1977
Pacific National Exhibition	June 16, 1977
B.C. Institute of Technology	April 9, 1979
District of Surrey	August 3, 1979
Vancouver Community College	June 6, 1979
Vancouver Public Aquarium Association	February 16, 1979
West Vancouver School District No. 45 (Non-teaching Union Staff)	June 16, 1977
HLRA Health and Benefit Plan	December 12, 1979
Open Learning Institute	December 18, 1979
District of Surrey Firefighters Association	March 6, 1980
Surrey School District Senior Administrative Staff	June 13, 1978
West Vancouver School District Senior Administrative Staff	June 16, 1977
Camosun College	July 11, 1980
East Kootenay Community College	July 11, 1980
District of MacKenzie	June 9, 1981
North Island College	August 6, 1981
Okanagan Mainline Municipal Labour Relations Association (City of Kamloops, Village of Logan Lake, City of Penticton, District of Salmon Arm, City of Kelowna, Village of Oliver, Town of Princeton, District of Summerland, Village of Keremeos, Village of Osoyoos, City of Revelstoke and Thompson-Nicola Regional District)	August 6, 1981
City of Kamloops Firefighters	August 6, 1981
City of Kamloops (Management)	August 6, 1981
Delta Municipal Police Association	June 19, 1980
District of Matsqui	February 4, 1981
City of Vancouver CUPE Local 1004	June 27, 1980
District of Saanich	August 31, 1981
Corporation of the City of Victoria Police Union	November 27, 1980
Fraser Valley College	February 17, 1982
Dewdney-Alouette Regional District (Management Employees)	December 17, 1981
Town of Parksville	February 17, 1982
Corporation of the Village of Qualicum Beach	February 17, 1982
City of Port Moody	February 25, 1982
Corporation of the Township of Richmond	February 17, 1982

MUNICIPAL SUPERANNUATION FUND

SCHEDULE 10 — *Continued*

Approved Long-Term Disability Salary Continuance Plans
As at December 31, 1990

Employer	Date Approved by Provincial Secretary
Regional District of East Kootenay	March 15, 1982
Town of Smithers/New Hazelton	March 15, 1982
Regional District of Columbia-Shuswap	March 29, 1982
Corporation of the City of Langley	April 29, 1982
City of Armstrong	May 26, 1982
District of Houston	May 26, 1982
Central Fraser Valley Regional District	July 23, 1982
Malaspina College	August 3, 1982
District of Powell River	August 26, 1982
Vancouver Association of Civic Managerial & Professional Staff	October 4, 1982
Corporation of Delta	January 20, 1983
Kwantlen College	March 24, 1983
The Corporation of the City of Cranbrook	May 31, 1983
Penticton and District Retirement Service	June 23, 1983
Thompson-Nicola Regional District	July 20, 1983
City of Port Alberni	August 12, 1983
City of Kimberley	October 28, 1983
Kimberley Special Care Home Society	November 17, 1983
Greenwoods Gulf Islands Intermediate and Personal Care Society	November 16, 1983
Corporation of the City of New Westminster	November 22, 1983
Sunset Lodge	November 22, 1983
Shaughnessy Manor Long Term Care Society	November 29, 1983
Salmon Arm Pioneer Society	November 29, 1983
Capital Regional District (Nurses Only)	January 3, 1984
Corporation of the City of Vernon	January 23, 1984
City of Dawson Creek	January 23, 1984
School District No. 62 (Sooke)	March 9, 1984
West Coast General Hospital	March 9, 1984
Hospital Employees' Union Local 180	March 14, 1984
School District No. 70 (Alberni)	March 21, 1984
Cariboo College	April 2, 1984
Selkirk College	April 9, 1984
District of Abbotsford	June 1, 1984
Saanich Police Association	June 27, 1984
District of Elkford	August 2, 1984
B.C. School Trustees Association	August 16, 1984
City of Duncan	October 2, 1984
Village of Gold River	October 2, 1984
District of Kitimat	October 24, 1984
District of Kitimat — Firefighters L1304	October 24, 1984
U.B.C. Health Sciences Centre	October 24, 1984
Union of B.C. Municipalities	December 12, 1984
(Regional District of Alberni Clayquot, City of Armstrong, Village of Burns Lake, District of Central Saanich, District of Coldstream, Town of Comox, Town of Creston, Village of Cumberland, City of Dawson Creek, Regional District of East Kootenay, City of Fernie, Town of Gibsons, Town of Golden, District of Hudson's Hope, District of Houston, District of Kitimat, City of Langley, Village of Lumby, District of MacKenzie, District of Mission, Regional District of Okanagan-Similkameen, Town of Parksville, Peace River Liard Regional District, District of Peachland, Village of Port Clements, City of Port Moody, City of Prince Rupert, Village of Qualicum Beach, Town of Smithers/New Hazelton, Sunshine Coast Regional District (including Sechelt), Village of Taylor, Village of Tofino, City of Vernon)	

MUNICIPAL SUPERANNUATION FUND

SCHEDULE 10 — *Continued*

Approved Long-Term Disability Salary Continuance Plans
As at December 31, 1990

Employer	Date Approved by Provincial Secretary
Corporation of the City of Port Coquitlam	April 2, 1985
City of Quesnel	April 22, 1985
Victoria Regional Laundry Society	May 28, 1985
District of Coquitlam Firefighters' Union, Local 1782	June 13, 1985
School District No. 59 (Peace River South)	June 19, 1985
Western Rehabilitation Society (Pearson Hospital)	June 24, 1985
Continuing Care Employee Relations Association of B.C. (Gulf Islands Intermediate and Personal Care Society (Greenwoods), Kinsmen Retirement Centre Association, Trail Senior Citizen's Lodge Society (Kiro Manor), M.S.A. Manor Society, Menno Home, Nanaimo Travellers Lodge Society, Penticton & District Retirement Service, Pleasant View Housing Society, Ponderosa Lodge, Rest Haven Lodge, Richmond Lions Manor Society, Salmon Arm Pioneer Society, Sunset Lodge, Shaughnessy Manor Long Term Care Society, Trinity Centre Care Society)	June 5, 1985
New Vista Society	July 31, 1985
Pacific Marine Training Institute	July 31, 1985
Vancouver General Hospital	August 16, 1985
District of Coquitlam	October 1, 1985
West Vancouver Police Union	October 3, 1985
City of Williams Lake	October 11, 1985
Esquimalt Police Union	October 1, 1985
New Westminster Policemen's Union	December 11, 1985
B.C.T.F. Salary Indemnity Plan — Long Term	April 8, 1986
Emily Carr College of Art and Design	November 6, 1986
City of Fort St. John	October 7, 1986
Knowledge Network	March 14, 1986
Corporation of the Township of Langley	August 13, 1986
City of Prince George	February 14, 1986
Registered Nurses' Association of B.C.	May 29, 1986
West Vancover Firefighters' Union	January 24, 1986
School District No. 2 (Cranbrook)	April 9, 1987
Greater Vancouver Regional District	April 16, 1987
School District No. 80 (Kitimat)	April 16, 1987
School District No. 55 (Burns Lake)	April 29, 1987
School District No. 37 (Delta)	April 29, 1987
Baptist Housing Administration Society of B.C.	May 21, 1987
School District No. 86 (Creston — Kaslo)	June 4, 1987
School District No. 1 (Fernie)	July 17, 1987
School District No. 18 (Golden)	July 23, 1987
School District No. 4 (Windermere)	July 23, 1987
School District No. 3 (Kimberley)	July 27, 1987
Capital Regional District	October 15, 1987
Greater Victoria Labour Relations Association — Canadian Union of Public Employees' Long Term Disability Plan	October 23, 1987
Health Sciences Association of B.C.	December 30, 1987
Okanagan Labour Relations Council: School District No. 13 (Kettle Valley), School District No. 14 (Southern Okanagan), School District No. 15 (Penticton), School District No. 21 (Armstrong-Spallumcheen), School District No. 22 (Vernon), School District No. 23 (Central Okanagan), School District No. 77 (Summerland), School District No. 89 (Shuswap)	December 30, 1987

MUNICIPAL SUPERANNUATION FUND

SCHEDULE 10 — *Continued*

Approved Long-Term Disability Salary Continuance Plans
As at December 31, 1990

Employer	Date Approved by Provincial Secretary
City of Trail	February 2, 1988
District of Chilliwack	February 12, 1988
Northwest Labour Relations Council School District No. 52 (Prince Rupert)	May 6, 1988
City of Kamloops — CUPE Local 900	June 3, 1988
Cariboo-Thompson Nicola Library System	June 7, 1988
Village of Tahsis	June 28, 1988
City of Vancouver Nurses	September 7, 1988
Village of Ashcroft	October 21, 1988
District of Chetwynd	January 20, 1989
Cowichan Valley Regional District	January 20, 1989
School District No. 27 (Cariboo-Chilcotin)	January 20, 1989
City of Victoria	February 20, 1989
Greater Vancouver Regional District	August 2, 1989
City of Nanaimo	October 24, 1989
District of North Cowichan	October 24, 1989
City of North Vancouver	October 24, 1989
Fort Nelson-Liard Regional District	December 5, 1989
Resort Municipality of Whistler	February 1, 1990
Legal Services Society of B.C.	February 9, 1990
District of Campbell River	February 15, 1990
District of Maple Ridge	February 15, 1990
Regional District of Comox-Strathcona	February 15, 1990
City of Merritt	June 14, 1990
Fraser Valley Regional Library	June 14, 1990
Kiwanis Seniors Housing Society of West Vancouver	September 5, 1990
Regional District of Fraser-Cheam	September 6, 1990
Regional District of Central Kootenay	September 6, 1990
Three Links Manor	September 12, 1990
District of Sparwood	September 26, 1990
Delta School District No. 37 CUPE Local 1091	September 12, 1990
Gulf Islands School District No. 64 CUPE Local 788	September 12, 1990
Kitimat School District No. 80 CUPE Local 2052	September 12, 1990
Terrace School District No. 88 CUPE Locals 2831 and 2861	September 12, 1990
District of Logan Lake CUPE Local 2587 and Management	September 12, 1990
District of Invermere CUPE Local 2982	September 12, 1990
City of Terrace CUPE Local 2012 and Exempt	September 12, 1990
City of Cranbrook CUPE Locals 2090 and 2588	September 12, 1990
City of Prince Rupert CUPE Local 105	September 12, 1990
College Institute Educators' Association of B.C. Union Workers' Union	September 12, 1990
Bulkley Valley School District No. 54 CUPE Local 2145	September 27, 1990
City of Castlegar CUPE Local 2262 and Exempt	November 7, 1990
Howe Sound School District No. 48 CUPE Local 779	November 7, 1990
City of Rossland CUPE Local 2087 and Management	November 7, 1990
District of Stewart CUPE Local 1804	November 7, 1990
Oak Bay Police Association	November 15, 1990
Terraceview Lodge Society	November 23, 1990

Vern A. Burkhardt
Queen's Printer for British Columbia©
Victoria, 1992

QPJ-984752-01/92